

**ANSWER SHEET**  
**WHAT DO YOU KNOW ALREADY ABOUT CIVIL RIGHTS LAWS?**  
**FACT OR MYTH**

1. **FACT** – Anyone can file a Title VI Civil Rights Complaint against a federally funded agency. However, if the individual is not protected on the basis of race, color or national origin, the complaint may not be a legitimate civil rights complaint. There is a difference between program eligibility and discrimination.
2. **FACT** - The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in programs or activities receiving federal financial assistance. The Act however also contains certain exceptions that permit, under limited circumstances, use of age distinctions or factors other than age that may have a disproportionate effect on the basis of age. The Act applies to persons of all ages.
3. **FACT** – In some cultures, the family is very important, and they may bring some insight into the family dynamics that may impact on the consumer. However, this does not take the place of a language interpreter.
4. **FACT** – Customers have the right to file a discrimination complaint at the federal level if they choose to by-pass the local and state level.
5. **FACT** - Mental illness may influence how paperwork is completed, or how complicated instructions are communicated. Failure to recognize the limitations of mental illness may result in denial of services for which the consumer is otherwise eligible.
6. **MYTH** - The lingua franca in India is English. One should not assume that languages or dialects from the same country are intelligible to all speakers from that country. If the consumer can only speak Telegu, a Hindi interpreter is not appropriate. One may need to find a language line that provides Telegu interpretation, or ask the family for assistance in finding one who is not a family member.
7. **FACT** – However, an agency is still legally obligated to provide full and complete access to all programs, services, and activities in a meaningful and accessible manner and this may be done through different methods.
8. **FACT** – A Job Center is legally obligated to accommodate a person with disabilities for equal access to services. There are many different ways of accommodating a quadriplegic, including having a staff member assist her in using the computers one-on-one.
9. **MYTH** - The Supreme Court has held that undocumented aliens are considered “persons” under the equal protection and due process clauses of the Fifth and Fourteenth Amendment. Title VI of the Civil Rights of 1964 specifically states, “No person” shall be discriminated against on the basis of race, color, or national origin.

10. **MYTH** – The consumer may have a valid program complaint. Nothing in the description of this consumer's complaint can reasonably lead one to believe that the reason the child care payments have been tardy is related to discriminatory intent. There certainly is not enough information to conclude that any disparate pattern is involved.
11. **MYTH** – The County has no jurisdiction to conduct a Title VI discrimination complaint investigation of the Tribal Department of Human Services. The County Complaint Coordinator must refer the complaint to the local Tribal Government for resolution. In 1896, the U.S. Supreme Court held that the U.S. Constitution places no limits on tribal self-government. Neither the Constitution nor any federal law requires tribes to obey the Constitution. This Supreme Court decision had the effect of leaving intra-tribal disputes entirely in the hands of the tribe.
12. **MYTH** – Although the hospital may be exempted from ADA Title 111 because of their religious order exemption, the hospital is not exempted from Section 504 of the Rehabilitation Act of 1973 because it receives Federal financial assistance (Medicaid/Medicare).
13. **MYTH** – It is not acceptable to use a minor child as interpreter under any circumstances even when the parent or applicant insists. Use of a minor child as interpreters is a violation of DHFS and DWD Civil Rights Compliance requirements.
14. **MYTH** -- This is a stereotype. Eye contact depends on the individuals.
15. **It depends.** Private buildings that are open to the public are covered, but not private clubs or those owned and run by religious orders. These others are covered under s.504 of the Rehab Act. ADA Title III requires that all buildings open to the public be physically accessible, e.g. with appropriate ramps, curbs, shelves, tables/chairs, telephones, flashing alarm lights, doors, toilet stalls and seats, maneuvering space, sinks, mirrors, parking spaces, water fountains, carpeting.